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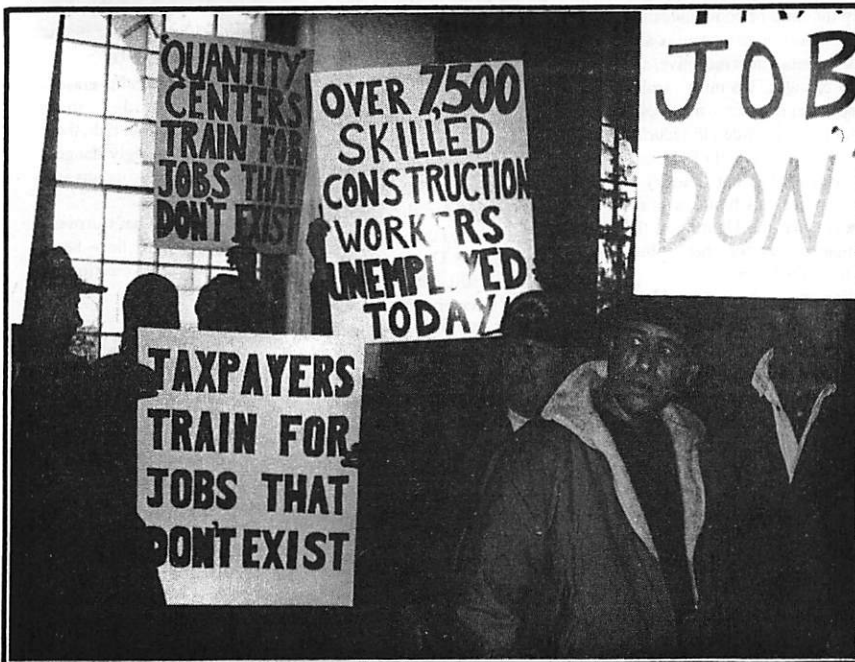
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FEB./MAR. '96

OFFICIAL UNION NEWSPAPER FOR MAINE STATE BUILDING & CONSTRUCTION TRADES COUNCIL, AFL-CIO



Maine Technical Colleges Train Workers for Non-existing Jobs

By Rod Gillespie
President, MSBCTC

The Maine State Building and Construction Trades Council (MSBCTC) and over 100 of its members recently gathered outside the Governor's office in the Hall of Flags to protest the ill conceived and unnecessary state programs offering costly training for jobs that don't exist. "These programs waste scarce state resources, create extended unemployment in the construction industry and causes layoffs and displacement of existing workers," president Gillespie said.

undermine the entire construction workforce by flooding the labor market with low-wage, unskilled workers."



These Quality Centers, a program of the Maine Technical College System, have announced a program to provide taxpayer financed training, free of charge, to over 200 persons for certain positions that are not available. In fact, according to the Maine D.O.L., the Job Service has nearly 7500 active names on file of trained workers in the Cianbro requested trade categories."

"If I was an industry client considering Cianbro, I'd take a good look at their claims to having qualified help. Since they are asking for possible future entry level workers, it convinces me they are either trying to replace their higher wage help with cheap labor or they just can't attract enough qualified workers to expand into other contractors client base."

Every real quality training program offered by real apprenticeship programs, full time Vocational and Technical High Schools and Colleges, Job Corps and Industry, should be furious at these unnecessary low skilled programs which steal scarce dollars from their programs."

continued on page 12



Rod Gillespie

"These programs assist individual companies like Cianbro poration of Pittsfield, Maine, in their effort to lower wages and standards and undermine all other contractors. This is an example of Corporate Welfare and Corporate Greed. Apparently, Cianbro Corporation has asked the State to provide free introductory training to recruit entry level workers, and in return Cianbro only offers an interview for a potential position."

"As president of the MSBCTC, I feel that Cianbro has worked a deal with the so-called Maine Quality Centers, which serves to

Labor Opposes Clear Cutting Ban

by
Charles O'Leary
President
Maine AFL-CIO

One would think that by now no one would ask the question, "Why is labor in politics?" But it's still being asked. We are there and will remain there and fight this year as never before because it is the only way we can get dignity, safety and fairness in the workplace. It's the only way we can protect out legal right to bargain collectively for better wages and benefits. It's the only way we can be an effective voice on a host of questions this year. We need workers to be active in politics at all levels. It's important to you, your family and your future.

Clear Cut Ban

I would like to remind all brothers and sisters that in addition to candidates at all levels there will be several referendum questions coming before is this year.

At our state AFL-CIO Convention last fall delegates gave strong support to UPIU locals throughout Maine on the resolution they offered to support the policy of a sustainable yield forest and oppose the referendum that would stop clear cutting. Our brothers and sisters in the paper industry have been hit hard in the last decade. They need support to keep their jobs and the industry itself viable in amine.

Locals in other industries and occupations agreed with papermakers that the referendum goes beyond just clear cutting and in-

volves all harvesting practices that would better be managed by professional foresters in cooperation with LURC and the Maine Forest Practices Act, not by an emotional public referendum. You can help by voting and working against this referendum.

Unions Targeted

Election day November 5, 1996 will be one of the most important days in the history of the American labor movement.

The issues this year are simple. For more than 15 years workers in Maine and the rest of the nation have been shafted economically. Wages, benefits, jobs, vacations, workers compensation, job security, the right to organize,

unemployment benefits, pensions, safety, training - every single issue that should concern American workers has been under constant attack.

And unions themselves have been prime targets. We hear constantly that organized labor has a declining share of the labor market. What we don't hear much about is employers constantly and increasingly violating the law by firing workers for trying to organize, shutting down profitable plants to keep unions out, hiring goons with criminal records to terrorize strikers and firing workers for exercising their legal right to strike.

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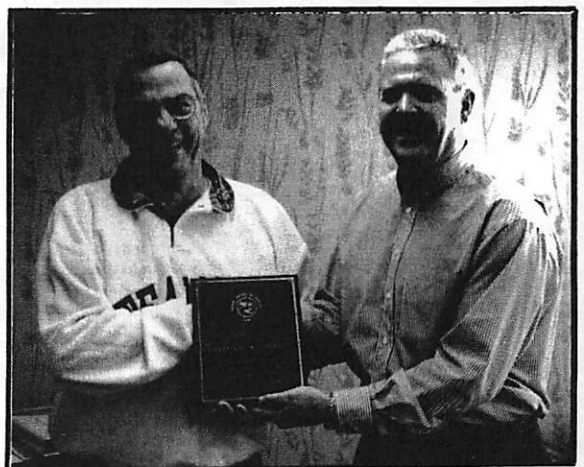
Auburn VPS Paper Recycling Plant Passes

In Late January '96 the Auburn VPS Paper Recycling Project had conducted all its "performance test results" and received a successful completion of Provisional Acceptance, according to John J. Doran, Executive Vice President, Stone & Webster Development Corporation. The latter is owner/agent for the VPS partnership, L.P.

According to William Harriman, Project manager for S&W Engineering Corp., VPS Partnership has reviewed his firms compliance with the final ten conditions of its contractual obligation with respect to performance and schedule as follows.

- 1.) Contractor has successfully completed the Performance Test
- 2.) The Mill can be used and operated in accordance with Applicable Laws and Applicable Permits.
- 3.) Owner is in receipt of all Applicable Permits required to be obtained by Contract..

Cont. on page 12



Trades Recognize Hayes

In appreciation of his 14 years of dedicated service to the Maine State Building and Construction Trades Council, Frederick "Lucky" Hayes (left) was presented a plaque in recognition of his commitment to the Building Trades by John Griffin, (right) Council Treasurer. Following his retirement in 1993 and his 17 years as Business Manager for Boilermaker Local #29, Hayes continues his active participation as a Director of the Maine Workers Compensation Board.

"The Corporate Bottom Line is the End of the Line for Working Men and Women in Maine!"



Local 2327 I.B.E.W.
by David E. Paul Jr.
Business Manager

In keeping up with Corporate America in the 90s, NYNEX is continuing to downsize its workforce. The IBEW has continued to be progressive in working

with NYNEX on issues important to both sides including regulatory, legislative, educational, and benefits. We hope to continue this

LABOR RECORD

Official Union Newspaper for Maine Building and Construction Trades Council, AFL-CIO

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Operating Engineer Local 4

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cooperative effort in the future in order to survive. However, NYNEX must realize the difficulty we have pursuing these goals together when they bargain one thing with the Union and then proceed to do whatever they please regarding our Auto Equipment Mechanics, Equipment Installers, Public Communications and Logistic Services, and fail to keep the lines of communication open on key issues such as surplus, the retirement incentive, and other changes. We must resolve these issues in order to meet competition and provide job security. With the passage of the Telecommunications Bill our industry is in a new era which makes it imperative that the Union and the Company work together or lose out to competition.

We currently have several bids posted for job openings throughout the state from Presque Isle to Kennebunk and places in between. The Next Step Program, which allows NYNEX employees to attend college one day a week on Company time is finally underway with classes starting at Central Maine Technical College in Auburn on Feb. 13th and 15th.

The Work and Family Committee has approved a location in

Labor Opposes Clear Cutting Ban

continued from page 1

Trouble Ahead

If Maine workers don't stand up this year, they are going to be flat on their backs for a long time to come with their pockets picked by favor-the-rich tax breaks, their jobs shipped out to Korea and

Bangor for a Trial on a four day work week. They have also raised the maximum income ceiling for our members to apply for Child Care Reimbursement. Along with this the amounts to be reimbursed will also increase.

Applications for the James Mayo Scholarship Fund are available through the Union Office. This is a \$500 Scholarship awarded to three children of our members or retirees. Completed applications must be returned by April 17, 1996, and winners will be announced in May. One Scholarship is designated to a student attending a technical college.

The Officers and Staff of Local 2327 wish all the best to our members who have recently retired.

Thank you for your faithful service to this Local.



Charles O'Leary

Singapore. Their benefits erased, their pensions raided, their children's education at risk, their workplaces increasingly dangerous and their health programs and Medicare decimated.

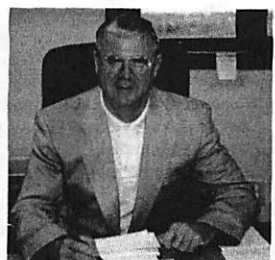
And, if you think that's an overstatement, you must have been asleep since the 1994 election.

Talk Labor Issues

Above all we need to talk turkey to all our brothers and sisters and to all workers. We can fail to vote. We can go hunting November 5 and not vote absentee. We can be side tracked on a half-dozen emotional issues. We can fail to take action in our own best interests.

But, if this happens brothers and sisters, we will wake up November 6 facing an unprecedented disaster for all American workers.

Plumbers & Pipefitters U.A. Local 217



Business Manager's Report By John Griffin

Since my last report, Connie Brunet has been in the hospital, a pacemaker has been installed, and she is doing very well.

Our training is going great with orbital welding classes being held Monday through Thursday. Anyone interested should call Carl Reagan (892-2442) for schedule.

Ayers Sales has conducted another FusSeal and P.V.C. training class with more to follow.

I've had several calls from out of state contractors bidding the National Semi Conductor job. Work has started to pick up a little with a few more men going in this week; should be in full swing by April.

Well, as you are aware, I have been appointed U.A. Organizer for New England. I want to thank all of you for your help over the years, and wish you well in the year to come. I will be working out of my house. And, if you need anything, please feel free to contact me as I will still work for you.

Address CHANGED?

Brothers and Sisters, we want you to have your Record! When you have a change of address, please let us know. Be sure to include your old address and please don't forget to fill in L.U. No. This information will be helpful in checking and keeping our records straight.

If you have changed local unions, we must have numbers of both.

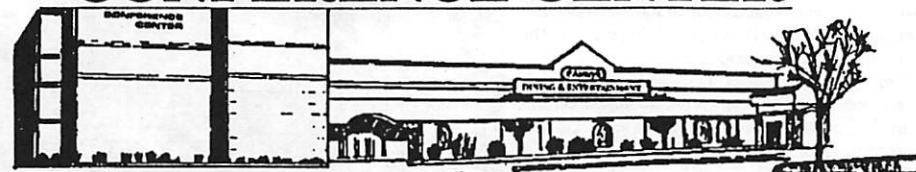
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You Don't Say . . .

We warmly welcome "letters to the Editor" to be published in the Labor Record. Because of space constraints, we often shorten letters. Those not published cannot be directly acknowledged, but we value the interest and comment of our membership, advertisers, readers, and friends.

Letters should be legible and include your name, home address and telephone number. Please mail to *You Don't Say*...Labor Record, P.O. Box 1523, Windham, ME 04062.

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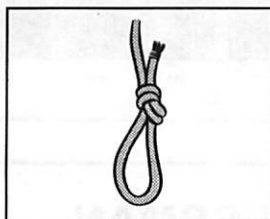
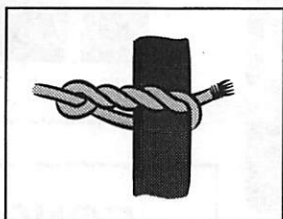
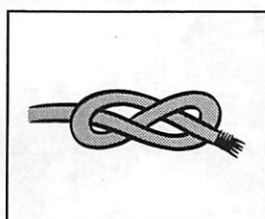
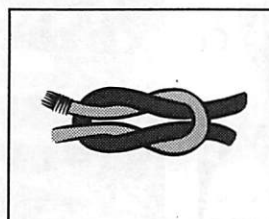
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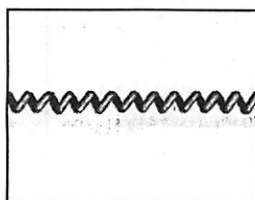
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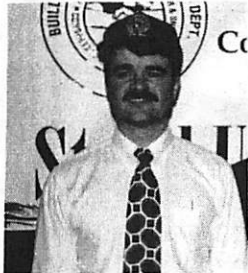
Free connection to Call Waiting is also available for business customers. Call 1 800 343-4343, ext. 799 for details.

ME

Technical Colleges Train for Non-existing Jobs

Continued from Page 12

In conclusion, Wayne Rancourt, a business manager of the International Brotherhood of Electrical Workers stated, "There are dozens of good Maine contractors who compete for the type of work that Cianbro does. Many of the contractors fund joint labor/management training programs without using any of these funds. The Quality Centers are not quality if they are establishing short term programs with minimum curriculum and no real standards."



Wayne Rancourt

"I'm frustrated and disgusted that just because Cianbro requests special treatment, these centers pump all of the scarce resources into a program that appears almost useless and certainly unnecessary."

Other speakers included Ed Gorham, Sec/Treas of the Maine AFL-CIO and John Hanson, Director of the Bureau of Labor Education, UMO.



Gorham

Hanson

As a follow-up to the Augusta demonstration, nearly 100 skilled Union Craftsmen have filled out



Maine Construction Jobs Lost

1988 - 1993

Heavy Construction	(1,470)
Special Trades Construction	(4,160)
Building Construction	(6,800)
TOTAL Construction	(12,430)

With thousands of Maine's skilled construction workers currently unemployed...

WHY TRAIN MORE ?



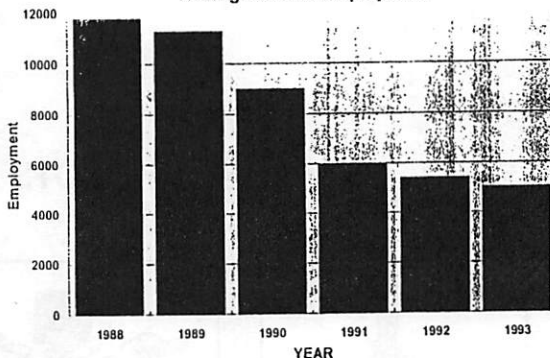
Construction employment figures from Maine Department of Labor, Bureau of Labor Statistics, Research and Statistics Division

the proper job applications and delivered them personally to Cianbro at the job site at International Paper Company in Jay, Maine. To date, none have been

hired, nor even interviewed for qualified work.

Why spend taxpayers money to support more corporate welfare?

Maine Building Construction Average Annual Employment



Building construction employment figures from Maine Department of Labor, Bureau of Labor Statistics, Research and Statistics Division

CONGRESSMAN JOHN BALDACCI



"I look forward to working with you in 1996 and beyond. By working together we can be successful and reach our goals."

Paid and Authorized by Baldacci for Congress '96
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University Scholarship Awards will promote Union Made Products in the Labor Press

Scholarship awards have been inaugurated at the State University of New York to promote Union Made products and services through the Labor Press.

Judges of the contest include George J. Kourpias, president of the Int'l Association of Machinists and Charles E. Mercer, Secretary-Treasurer of the AFL-CIO Union Label & Service Trades Dept.

The subject of the award will be the promotion of union-made products and services. For the first year the focus will be on United Airlines, which is now principally owned by the Machinists Union and the Airlin-Pilots Union.

Students of the Marketing departments of State University of New York, F.I.T. Division will prepare marketing plans and sample advertisements designed for the labor press to persuade union members to fly on America's first union owned airline.

The first prize will be \$1000 and second prize \$500. Other judges of the contest include Ed-

First project is promotion of United Airlines

ward Finklestein, editor of the St. Louis Labor Tribune, Jessica Roe, editor of the International Musician, (AFM), Jerry McDaniel, co-chair of the F.I.T. Marketing Dept and Alex Smith, president of Trade Union Advertising, Inc.

United Airlines, one of the nation's largest air carriers, has been union-owned since 1994, when its stockholders approved a \$5 billion employee buyout project, in exchange for company stock and seats on UAL's board of directors. In all, 54,000 workers have a 55% stake in United.

The awards are sponsored by Trade Union Advertising, Inc. to commemorate its 50th Anniversary of servicing AFL-CIO publications with advertising of union-made products and services.

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Arm, Shoulder, Hand



Think of how you challenge your arms, shoulders and hands everyday. Holding, lifting, swinging. Reaching, pulling, kneading. Twisting. Pressing, pushing. And all without a second thought or a thank-you—until something goes wrong!

It's not surprising that these "performers" may need special attention to keep them functioning best. You'd never put that demand on a machine without daily care and regular tune ups—along with expert repair when necessary.

Your arms, shoulders and hands are no exception. In fact, their function often also depends on the proper functioning and movement of other body parts such as your neck and back. That's all the more reason your doctor of chiropractic may play a welcome part in your top performance.

Problems

Because you heavily depend on your arms, shoulders and hands for your daily activities, it's smart to address any problem as quickly as possible.

Impaired function might range from mildly painful to downright distressing and debilitating. Symptoms might include a shooting pain in the shoulder or a dull, burning ache or swelling in the wrist area. Perhaps you have a "sore spot" on your elbow, a sharp pang in your forearm, or a frightening inability to raise or move your arm or hand.

While some limitations may be the result of a serious condition such as bone breakage or ailments requiring the attention of other medical specialists, your chiropractic physician may prove helpful in addressing many of the common difficulties that involve your musculoskeletal system.

WRIST PAIN

One primary source of wrist pain is known as "carpal tunnel syndrome." It is characterized by pain tingling and numbness in the hand and arm—along with weakness and difficulty grasping.

The condition involves inflammation and swelling of the tendons, muscles and joints in the wrist "tunnel"—putting pressure on the sensitive median nerve. Carpal pain often worsens at night and may rob the sufferer of much needed sleep. People who stress their hands regularly and repeatedly, such as typists, computer

operators, machinists musicians and factory workers, are prime targets for this malady.

Left untreated, permanent nerve damage may occur as well as loss of use. Research evidence has suggested that this syndrome may be affected by malfunction of the wrist or neck joints—conditions frequently treated by chiropractic physicians.

Your doctor of chiropractic can assist in testing and accurate diagnosis of this condition along with conservative care, adjustments and therapies to enable your wrist and arm to best function.

BURSITIS, TENDONITIS

People often confuse these conditions—yet both can be equally painful.

Bursae are small sacs filled with fluid that lubricate and cushion each of your body's joints and tendons. Bursa problems commonly occur at the bend of your elbow or wrist or at the top of your shoulder. Injured or improperly stressed, these bursae swell and become acutely painful, a condition known as bursitis.

Tendonitis, however, involves a swelling or injury to the tendons. Tendons are the small cord-like fibers that attach muscle to bone—and, they, too are quite vulnerable at the elbow, wrist and shoulder.

Any aching, swelling, tenderness, restricted motion or pain in these areas should be examined as soon as possible to minimize damage and enhance recovery. Correct diagnosis and care is essential to avoid chronic problems and to evaluate other possible causes.

Common Problems



SHOULDER PAIN

Your shoulders are the most flexible joints in your body yet also one of the most fragile. This difficult role makes your shoulders a prime target for distress. Yet, when injured, your natural tendency is to restrict motion in the area—which can actually make some shoulder problems worse and result in a condition known as "frozen shoulder." Shoulder pain can also signal different types of internal ailments

or referred pain from the neck, elbow or hand. Don't take chances when proper diagnosis and conservative care are available.

TENNIS ELBOW

This painful condition is usually a combination of bursitis and tendonitis (see previous section) along with small muscle tears. Pain may radiate up or down the arm as well and worsens when straightening the elbow against any resistance. You don't have to be a tennis player to have the condition—so have it checked if you suspect it.

SPORTS INJURIES

Besides the regular physical stresses we place on our bodies through our jobs and daily activities, participating in sports often creates further opportunity for injuries. To prevent or correct such injuries requires muscles, tendons, bones, joints and ligaments which function at their best. A visit to your chiropractor may be a wise investment in lessening the odds of future problems or addressing those you may already have in process.

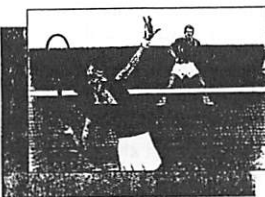
Your Visit

The objective of chiropractic practice is to help you perform better and live pain free... to stay healthy, flexible and strong... and to work with your body's natural healing capacity for a longer, happier and independent life. You will find this reflected in your chiropractic physician's ongoing commitment and surgically free approach to health care. You can enjoy your doctor's focused attention on your current needs along with special recommendations for preventive care.

Your visit will include a detailed health history and any appropriate physical exams. Orthopedic and neurological evaluations will be performed, as well as specific chiropractic assessments. This profile will enable the doctor to locate the areas of pain, restriction of motion and extent of your problem and to determine the best course of treatment.

If needed, X-rays may be ordered to confirm the diagnosis. Further specialized diagnostic tests such as a CT scan, MRI or electrodiagnosis may also be recommended.

Your chiropractic care will most likely include "adjustments" of the spine and musculature



Health Views



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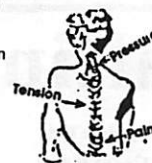
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which are performed manually by the doctor or with the aid of a hand held Activator instrument.

The objective of an adjustment is to help allow the body to best function and repair itself by (a) decreasing muscle spasm which causes pain (b) helping restore normal mobility to the affected area (c) helping promote circulation which can aid in the proper nutrition of the joints and spine, believed to decrease irritation, inflammation and pain.

Depending on the nature and severity of your condition, additional therapies may also be used.

Your Choice

ADDITIONAL THERAPIES

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CHIROPRACTIC SCIENCE

Chiropractic is the science which concerns itself with the relationship between structure, primarily the spine, and function, primarily the nervous system, of the human body, as that relationship may affect the restoration and preservation of health.

Published solely in the interest of Chiropractic Health Education. "This information is published as educational in nature and is not meant to substitute for consultation or treatment by a physician."

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CAUSE OF
DEATH**

Legislative Panel Votes to Reject Widening of Turnpike

Efforts supporting another referendum on widening the Maine Turnpike received a major rejection recently as the State Legislative Transportation Committee voted 9-4 against it. However, some legislators will continue to place it on the November ballot.

Current speculation is that the proposal may pass the Senate, but it is questionable in the House.

ONLY NATURE HEALS! CHIROPRACTIC PROVES IT!
THE SPINE IS TO THE BODY WHAT THE ROOTS ARE TO THE TREE

Efforts to Combat Domestic Violence and Stalking Intensify Blue Cross Goals to Remain the Same

By
Congressman John Baldacci
2nd District

I appreciate this opportunity to share a few thoughts with readers of the *Labor Record*. In this column, I'd like to address some issues that should be of concern to each of us. The issues are domestic violence and stalking.

Recently, the news media in Maine has focused some much-needed attention on legislative efforts to criminalize stalking and make the penalties match the seriousness of this offense. Stalking is a problem which far too many people in our state and across the nation have experienced first-hand, and one that the media should continue to discuss.

Our country has finally begun to address stalking and acts of violence against women. More can and must be done. I was pleased that the federal government recently stepped up its efforts to combat violence against women. On February 21, the President launched a new awareness campaign and announced a national toll-free, 24 hour domestic violence hotline.

The phone line, which is 1-800-

799-SAFE, will provide crisis intervention assistance and counsel-



Cong. John E. Baldacci

ing. It will also help connect callers to shelters and services in their area. This new hotline is expected to get about 10,000 calls per day. That demonstrates the magnitude of this problem.

This intensified national effort will compliment the outstanding work being done by organizations and individuals here in Maine. In recent years, a number of groups have been formed in our state to provide support and protection to the victims of abuse. We should be proud of the fine work being done by men and women across our state to help those who have suffered violence or are being threatened.

Through a series of public fo-

runs and meetings I've held with service providers, I have become more informed about the impact domestic violence has on our families and communities. With a woman being battered every 10-15 seconds in this country- that's more than two million acts of violence each year- and many being terrorized by stalkers, our society has a significant challenge to confront. The awareness created by news organizations is a helpful step. It will contribute to the process of finding solutions.

Each October our nation marks Domestic Violence Awareness Month. In November, the "Day to Confront Violence Against Women" is held. These occasions enhance our understanding of the problems facing too many women in our society. It is important, however, that a continuous, year round effort be made to educate ourselves and to assist those in need.

Anyone interested in learning more about federal initiatives to combat stalking, domestic violence or related issues should feel free to contact me. I would be pleased to provide information. Simply write to the U.S. House of Representatives or call my office.

by Don McNamara
Labor Representative

Blue Cross and Blue Shield of Maine

In past weeks, the media has reported that Blue Cross and Blue Shield of Maine is seeking to move from a not-for-profit health insurer to a mutual insurance company. These reports are the result of proposed legislation that levels the regulatory playing field among the insurers in Maine.

The move to a mutual company is one we have been considering for some time. Three years ago, we successfully worked with the Maine Legislature to require other health insurers to conduct business as we always have- to provide coverage to individuals and small business employees regardless of their health. With this accomplished, we knew the rationale for our preferred tax status would diminish as we were no longer the only available insurer for those who were sick.

Regardless of the form our company takes- not-for-profit or mutual - we have no intention of changing our mission or our way of doing business. Our commitment to ensuring the availability

of quality health care services to amine people remains firm.

Consumer groups in Maine have expressed concerns about two issues. First, that reduced regulatory oversight could result in inappropriate price increases for our customers. We believe that controls have been built into the legislation that would make that impossible.

Second, there is the perception that Blue Cross should pay the community back for its years of tax-preference. The tax preference was granted because we were "the insurer of the last resort" for more than 50 years, and funds were used each year to pay for medical costs for those chronically ill people for whom only Blue Cross would provide coverage and whom we continue to cover today. In fact, based on actuarial review, the financial burden associated over the years with our role as "insurer of the last resort" has greatly outweighed the value of our tax treatment.

Regardless of the outcome, our goal of providing quality health coverage at the best possible price to our members will continue.

Salting Works

by Gene Ellis

Local # 567

On January 5th, 1996 Parks International Corporation of Knoxville, Tennessee signed a full Letter of Assent with Local Union 567, IBEW, Portland, Maine. This new beginning is a direct result of five weeks of effort by three dedicated Union SALTS and one full time Union Organizer. Stanley Groleau, John Lord and Gregory Strout are now enjoying well earned union benefits as well as a pay raise. They are also the newest members of the IBEW's Henry Miller Club. Their actions continue the tradition that Henry started a century ago.

How did it happen? The beginning for Local 567 was an ad placed in a newspaper by Parks. One alert member called me about the ad and I called several others. I also called the phone number in the ad myself and got an interview that morning. When I arrived John was already filling out an application. We were interviewed together while I filled out my application. In about 15 minutes we were hired. We started work a couple of days later along with Stan and Greg who were hired later that day. From the point of our hiring we explained that we were there to Organize, with our goal a Union contract. Parks gets a lot of credit for letting us prove our capabilities to them rather than overreacting like many contractors do when faced with Union Organizers. In the end the work ethic and skills of Stan, John, and Greg were as effective in convincing Parks as any negotiating skills I brought to bear. We at Local 567 look forward to a long relation-

ship with our new partners at Parks International Corporation.

At the opposite end of the spectrum lies BE&K. The National Labor Relations Board has issued Complaints on all my Unfair Labor Practice charges relating to their hiring, treatment of employees, and discharge policies. The trial is currently scheduled for May. Wayne Dymont was working for BE&K when our first SALTS got on the job. Through talking to them he decided to join us and immediately became a target for harassment from BE&K supervisors. He stuck with us and will be there at the trial. For his actions on our behalf he also joins the Henry Miller Club. The Board also issued a Complaint against Don's Electric and new Unfair Labor Practice charges against Bay Electric, Conservation Lighting and Ames Personnel are being investigated.

I want to take a little time to sort of recap what has happened at Local 567 over the last few years because I think recent history has everything to bear on our ability to move forward serving all the electricians in our territory. When the concept of actively organizing and taking members into the local first came here it was fought tooth and nail by members who felt threatened by it. But gradually, with education and the determined efforts of Business Manager Milton McBreaity, Organizer Ben Nest and an Executive Board that knew changes were needed or we would have small chance of survival against the onslaught of anti-union forces aligned against us the membership started to come around and we got some SALTS trained and out



working. We filed our first Unfair Labor Practice charges, we lost some and won a couple, and we started to take in some new members. One of those new members was a man that had been running work for a large non-union contractor in direct competition with us. When his friends still working at that contractor saw what he had gained by joining us they came too, and over time we got to where we are now with all the best people working for us and that contractor scraping to get any work. We won a couple of victories with the NLRB and some of our members got back pay awards with a running total being well over \$50,000 with more in the future. Remember these awards were not punishment for the contractor, no punitive damages have been awarded to any of our members, these awards are actual calculated compensation for work missed because of a contractors conscious decision to discriminate. Would we have traded that money for a fair shot at the jobs in question? Of course we would, we wanted the jobs plain and simple. Just like the jobs we got with Parks. It won't always end like that, but without us being there it never will. Progress was always an uphill fight and still is but we were taking in new members and finding out they were good people and workers and they



March 5th - Tuesday
Yankee Presidential Primary

have taken us to heart and help wherever they can. Our three SALTS are all Organized members, Greg in 1990 and John and Stan in 1992. By 1994 many of our members had been to a COMET class and opposition had dwindled but we hadn't really grown. Then we hit "critical mass," big jobs in Madawaska and Auburn allowed us to take into membership a large number of electricians and put them to work. Our contractors reaped a overwhelming majority of schools and airport work helped by our Market Recovery Program. More joined and we grew and our membership topped 300 for the first time ever in September of 1994. Over the winter of 94-95 we had full employment much of the time and were putting new people on jobs almost faster than we could swear them in. We started aggressively going after the helpers that were the "cheap" labor and future foremen for the non-union shops and putting them at a fair level in our Apprenticeship. We found many "helpers" with 10 or 15 years of experience that were being used as foremen and supervisors by employers who have no interest in helping them get licensed as Journeymen because they might have to pay them more. We'll help them get the li-

cense they deserve.

On February 8th, and again on the 12th and 13th, the Maine State Building Trades gathered over ninety unemployed tradespeople in Jay and we all applied for work to Cianbro. More of our people have applied through the Maine Job Service and still more will continue to apply directly to the jobsite. We all are looking forward to working on the Phoenix project at International Paper, especially those of us that live locally. We will do a honest days work every day and organize during protected times as allowed by the National Labor Relations Act. We will be engaging in protected, concerted activities and earning the paychecks we need to feed our families. Speaking for Local 567, we will take into membership any Cianbro electrician that wishes to join us. Licensed Journeymen, Masters and Helpers are all welcome, all they need is a desire to better their lives. Cianbro, here we come.

As I finish this up Impulse Electric of Brunswick is signing a full Letter of Assent. Impulse is a small shop doing mostly commercial work in our area and we look forward to a long and productive relationship. Welcome to both Impulse and Parks!!

DIRECTOR'S COLUMN



353 Water Street
Aguasta, ME 04338-2669
1-800-452-4668 (voice)



David Lakari
Director

Meeting New Markets, New Needs

by MSHA

Director David Lakari

When former Gov. Kenneth M. Curtis and the Maine Legislature created the Maine State Housing Authority back in 1969, they probably never envisioned what the agency would be doing today.

Back then the needs were fairly straight forward: create some new, affordable rental housing; help lower income families buy homes; maybe provide some sort of repair loans.

We still have programs that finance homes for working people and create affordable apartments. In fact, our largest program is the program that finances homes for first time homebuyers. We plan to help 2,300 Maine families buy their first homes in 1996. We also plan to finance several hundred affordable apartment units this year, although without the deep federal subsidies we used 20 years ago.

Many of the housing needs we will focus on in 1996, though, didn't exist as problems in 1969.

This year we will be focusing much of our time, effort, and money on:

Special needs housing, particularly housing for mental health consumers. This has been a growing need ever since the state began to "de-institutionalize" its mental health facilities. Most mental health consumers have incomes of around \$5,000 a year and cannot afford conventional apartments. This past fall voters approved \$4 million for housing for mental health consumers. We will be working with the Department of Mental Health to develop an 200-250 units by combining the money with our own bonds. (A similar \$4 million general obligation bond in 1989 created more than 200 units of housing for mental health consumers.)

Creating more housing opportunities for seniors. There is increasing demand for senior housing as "baby boomers" reach retirement age, as more and more people live longer and longer, and as nursing home costs continue to escalate. This year we will be working with the Department of Human Services to create up to 100 units of Adult Family Care Homes. This will be less expensive housing for seniors who do not need the level of care offered by nursing homes or other skilled facilities, but cannot live entirely on their own.

Creating housing opportunities for the homeless and "at risk" of

homelessness residents of Maine. This year we are targeting apartment development toward extremely low income people. We plan to develop 200 units of rental housing through our new "New Lease" program, in which 40% of the apartments are reserved for tenants with incomes at or below 40% of the median income. Some of these units will be "Single Room Occupancy" apartments. We're offering 4% loans, with only a 4% downpayment, to developers who want to buy and upgrade apartments through this program. In addition, a new program we're still developing will provide rental assistance to some homeless families, helping them make the transition from homelessness to housing.

Even though Maine's overall housing stock is considerably better today than it was in 1969 - thanks in part to MSHA's efforts - there remains a substantial number of low income homeowners whose homes are deteriorating and who cannot afford conventional repair loans. We want to help them with repairs before their homes become so dilapidated they are forced to leave, perhaps becoming homeless. We've developed a program called "FIX ME" that helps these low income homeowners. During 1996 we plan to help as many as 1,600 make repairs through loans with interest rates as low as 1%.

All these new efforts provide Maine people with decent, safe, affordable housing, our primary goal. They also help boost Maine's economy by providing jobs in the housing field. The FIX ME program, for example, should provide about \$6 million in wages to housing contractors, plus \$6 million in sales of building materials. The rental purchase and repair program should create another 200 or so jobs.

I've just touched on some of the things we are doing and some of the trends in housing. I hope you will join us at the Governor's Annual Affordable Housing Conference March 29 at the Sheraton Tara Hotel in South Portland, when we will be talking about housing trends in Maine, among other things. Contact MSHA or the Maine Real Estate & Economic Development Association for details. See you there!

**Your Contribution
Saves Lives**



By Reg Grant
Contributing Correspondent

The early January thaw was a welcomed relief. The grip of winter was lessened for all of us. But more importantly the sight of grass even in hibernation was cause to think of an early spring and the first outing of the golfing season. Early spring or not, March is the next month up and that means we're getting close. A few of the more fortunate will have already been to the Cape a time or two. What will the 1996 golf season have in store for us? You've probably cleaned and regripped your clubs or perhaps even had Santa Claus drop off a new set of sticks that are just sitting there waiting for you to unveil the power and accuracy of your new game.

New golf equipment is one of very few items that still gives me that giddy feeling of youth. I wrap my hands around a new wedge or putter the same way I wrapped them around the handles of a new bike. It's a great feeling. I wouldn't deny it to any man, woman or child.

However good the feeling or how positive the thoughts, the cold reality is that you really can't buy a better golf game. With the sale of golf merchandise in the several billions of dollars, not many folks give a hoot about cold reality. Granted, the right stick in the right hands at the opportune time could make a difference. Unfortunately, over the long run, the

Four Components of the Short Game



Reg shows his 7 year old son, Cale, some finer points.

initial gain is lost as we return back to the same old ball flight and the same old result.

Where is all this headed?

For 1996 I challenge you to improve your game the old fashion way-practice. Project the amount of time that you usually play each week. If it's only one or two times per week, then you can't really expect to do too much along the line of practice. In this case good forgiving golf equipment may be your only ally. Many of you have more time; and it is for you that I present the challenge. Dedicate 60 minutes per week. Use this precious one hour prudently. You need to work on four components of the short game.

This is nowhere near as fun as ripping driver after driver, but the results are unbelievable. Try the following during each and every practice session. Hit nine irons for 15 minutes. This will groove a very rhythmic and well-timed move. Now grab your wedge and hit 3/4 wedge shots at a target for

15 minutes. This will develop touch and one can never have too much of this precious commodity.

Time to change gears and move to the putting green. Start with four balls and make 10 two-foot putts. Now move to four footers and make four from the north-south-east-and west. Do not move to a new position until you have made four in a row at each directional spot. You may need all of 15 minutes to make 16 consecutive four footers. If you do then try a few lag putts, to finish out the time.

Now for the crucial 15 minute finish. Select your seven and eight iron and pick out a target at east 30' feet away. Using a pendulum stroke similar to your putting, chip to a position that guarantees a two putt.

Keep track of those gimmies. It will track your improvement. In conclusion, short game practice on a regular basis will improve your game more than anything. Keep track of your sessions and as you see improvement there, it will become noticeable on the course as well. Take the challenge for an improved 1996.

Reginald Grant is a member of Gorham Country Club and plays to a 4 handicap. He is a guidance counselor at Portland High School and a member of the Portland Teachers Association, M.T.A. and N.E.A.

Grant is solely responsible for the content of this article and more information may be obtained by calling 892-2339.

Diamond aims to make car registration easy Task force legislation opens door to 24-hour at home service

By Bill Diamond
Maine Secretary of State

AUGUSTA- Secretary of State Bill Diamond has unveiled a plan to improve significantly Maine's vehicle registration process by allowing people to register vehicles over the phone, by computer, through the mail, at an ATM-type machine or at the same place they buy a new car.

"Many people like doing business with their town clerk and they'll continue to have that choice," said Secretary Diamond. "What we're really talking about is giving people another option."

"If we can have a system that lets you register your car over the phone, 24-hours-a-day, from your living room, I think we should have it," he said.

Beyond improving customer service, the plan also is intended to maintain or improve the security of the money and data involved in the vehicle registration system. The task force plan also calls for holding registration fees at the existing levels. A fee of up to \$5 is allowed under current law when a registration is done outside a Motor Vehicle office.

Secretary Diamond testified previously before the Legislature's Joint Standing Committee on Transportation about the

proposal, which was developed by a task force he established in March, 1995. If adopted, the legislation would authorize the Secretary of State to begin one or



Bill Diamond

more pilot projects that could be expanded later for all customers to use. The legislation is sponsored by Rep. William B. O'Garra of Westbrook.

The task force report identified several possible systems, but does not make any choice between them. The report named telephones, ATM-type machines, the mail, personal computers and third party sites (such as new car dealers) as possibilities that would improve customer service.

Under Maine's current registration system, vehicle owners must pay their excise tax in their municipality before they can register the vehicle. Some towns register cars, but they are not required to offer that service and many do not.

In some communities, the total registration transaction can be done in one place - the town hall. In the best case scenario, customers still must travel to their town office during its regular hours. Those hours often are the same hours that many people are at work.

In other communities, where a town does not offer vehicle registration services, the customer must go to the town hall or wherever the clerk conducts business and then drive someplace else - often a Motor Vehicles office or another town - to finish registering their vehicle. This two-step process was a top concern of Secretary Diamond's task force.

The registration improvement committee included representatives of diverse interests, including law enforcement, Bureau of Taxation, Office of the Governor, Bureau of Motor Vehicles, a municipal treasurer, Maine Municipal Association and Maine Motor Transport Assoc. Rep. William B. O'Garra and Senator Albert G. Stevens, Jr., also served on the committee. Additionally, committee members conducted field work to learn the views of customers and others involved with the ve-

Continued on page 9

Plumbers & Pipefitters U.A. Local 321



David Savage, B/M

There has been an excellent response to the stock option plan offered through our pension fund. To date nearly 2.5 million dollars has been invested by the members through their accounts.

Work has been very good for this time of the year, the boiler project at James River Old Town had 57 fitters at peak. Work continues at Champion and Bowater.

The orbital welder is in and instructor Dwight Shedd hopes to be having classes by the first week in March. You will be notified.

Nominations for Delegates to the UA Convention will be held in February and election of delegates will be held in March please plan to attend.

Work locally looks very promising at this time with machine rebuilds planned for Eastern Fine and Champion. Fraser has announced capital projects also along with GP Woodland.

Don't forget the Democrat caucuses on February 25, check at your local town office for the time and place.

THINK SPRING!!!!

Government lauds 31 retailers for stand against sweatshops

• Retail trade groups say the list excludes many companies that should have been mentioned.

Retailers that refuse to sell clothes made in sweatshops, even though it might be more profitable for them, got a boost Tuesday when the government publicly applauded them.

A consumer group is urging holiday shoppers to patronize the stores. But retail trade associations say the government's list excludes many companies that should have been mentioned, including some of the nation's largest and best-known retailers.

The Labor Department's Fair Labor trendsetters list named 31 retailers actively working to ensure the clothing they sell is made in shops complying with federal wage and hour laws. The department said the list was a "work in progress" and other companies may be added.

The list included retailers from Abercrombie & Fitch to Victoria's Secret. Absent, however were many major retailers, including J.C. Penney, Montgomery Ward and Sears Roebuck.

Many of the companies not included have signed the National Retail Federation's Statement of Principles committing them to "legal compliance and ethical business practices" in the apparel industry.

"We sincerely hope the Department of Labor will continue to pursue agreements and enforcement actions with manufacturers, the root of the problem, instead of using scarce resources on high profile, but ineffective (public relations) campaigns," said Tracy Mullin, federation president.

Labor Secretary Robert B. Reich said the companies chosen are committed to labor law compliance and cooperate with law enforcement officials. They also educate their suppliers about legal requirements and monitor working conditions.

"Some in the garment industry follow trends," Reich said. "Others go further and set them."

"These trendsetters take that critical extra step," he added, by making sure "that the sweat of exploited workers is not part of a garment's design."

The National Consumers League applauded Reich's list as useful to consumers in making purchasing decisions.

"In the next few months, retailers and manufacturers will hear this message from consumers; we expect you to aggressively monitor your suppliers and not peddle sweatshop clothing," said Linda Golodner, league president.

The league's contention was supported by a recent survey conducted for Marymount University in suburban Arlington, Va. It found 69 percent of Americans are more likely to shop at stores on the list. And interviews with holiday shoppers seemed to confirm the poll.

Peggy Zapple of Washington said she would use the list as a shopping guide.

"I don't want to see sweatshops proliferate," she said. "I don't want to support sweatshops."

Reich stepped up department efforts to stem abuses in the nation's garment industry last summer, when investigators in California found 68 Thai nationals working under slave-labor conditions, surrounded by a fence topped with a razor wire.

Union Merger-Mania?

The recent announcement of the impending merger of the United Auto Workers, United Steelworkers and Machinists unions sent shock waves through the U.S. Labor movement. Such corporate-like behavior is unusual and unexpected for a labor organization to adopt; yet, according to the AFL-CIO, 20 of their affiliates have merged since 1985.

Among the recent mergers are the International Ladies Garment Workers with the Amalgamated Clothing & Textile Workers (into a new union called UNITE), the United Rubber Workers with the Steelworkers in July, and the Newspaper Guild with the Communications Workers in June. And, last year the Firemen & Oilers merged with the SEIU, while the United Garment Workers joined the UFCW.

Why this merger-mania? Several reasons - declining membership, consolidation of efforts & resources, increased bargaining and

political clout, enhanced ability to fight multinational corporations, and more effective organizing.

The UAW/USW/IAM merger shows all of these reasons at work: the resulting union will have almost 2 million members employed by some of the biggest U.S. employers - GM, Ford, USX, Bridgestone/Firestone, Caterpillar & Boeing - and a coordinated, united bargaining front which could be very effective in reaching quick, positive settlements.

And, a major emphasis of the UAW/USW/IAM merger (and all the other mergers this year) is organizing. With the percentage of U.S. workers belonging to unions at 15.5% (down from 33.2% in 1955), it's crunch time for all unions - and the idea of consolidating divergent strengths into one strong union makes good strategic sense.

Reported from the "Conference Report", IBT



But the department has only 800 investigators to police the nation's 6.5 million workplaces. Reprinted from the Portland Press Herald

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We would like to congratulate our labor lawyer, Thomas F. Birmingham, on his election to the presidency of the Massachusetts State Senate. Tom has been a senator for 5 years and most recently was chairman of the senate ways and means committee. He has served as Local 334's Council for over 10 years. We wish him the best of luck at his new position.

Two members of Local 334 participated in the annual New Years Day dip at the East End



LOCAL 334
B.C. & T.



Oscar "Junior" Hodgkins
Business Agent

Jim Anderschat
Financial Secretary

Beach in Portland. Dennis Lovejoy and Albert Hodgkins braved 20 degree water to collect money for charity. All of the

brothers and sisters of local 334 applaud their effort and hopefully, with their help, there will be many more volunteers next year.

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MAINE'S UNION PRINTER

Local 217 Gets Orbital Welder



UA Local 217 recently purchased a 207 arc orbital welding machine. It is the latest equipment for high purity welding. Checking out the machine are (L-R) David Demmons, Carl Reagan and Business manager, John Griffin.

Griffin Appointed Pipe Trades Organizer



John Griffin, current Business Manager for UA Local 217 has been appointed Pipe Trades Organizer for the New England States. In his congratulations, Tommy L. Picatt, UA Director of Organization said, "It is a source of great pride to those of us who have the honor to see that the spirit and bond of brotherhood among the UA membership has been stronger than it is today."

Griffin will continue as business manager until his replacement is elected by the membership in the next few weeks.

GET THE SKILLS THAT PAY THE BILLS

Car Registration

continued from page 8

hicle registration process. The group's report is titled "Into the 21st Century".

"We're trying to make it more convenient for our customers. That's why we're doing this," said Secretary Diamond. "People only have so much free time and I think they'd like to spend as little of it as possible registering their car."

"I think we can give our customers what they want - a faster, more convenient system," said Secretary Diamond. "If the Legislature says to go for it, we will."

Jim Longley Jr. Votes Wrongly

By the Maine Council of Senior Citizens — Jim Longley Votes Wrongly Committee"

As we reflect on the announcement by Senator William Cohen not to seek reelection we realize how difficult it is to find public servants like Senator Cohen. Senator Cohen was a man of tremendous integrity and great skill who has been a tireless voice for Maine. It is unfortunate that Maine Congressman Jim Longley Jr. is far from being the equivalent of Senator William Cohen. Unlike Congressman Longley, Senator Cohen has earned bipartisan respect for his leadership and courage in standing up for his convictions and beliefs. Moreover, Senator Cohen, unlike Congressman Longley, judges issues on the basis of how they might effect Maine people. With this thought in mind, we must not forget that Congressman Longley, an uncompromising GOP Freshman who has refused to work in a bipartisan fashion, bears much responsibility for Senator Cohen's decision. Maine has a tradition of electing fair and independent minded individuals to Congress, regardless of their party affiliation. When we send our representatives to Congress we expect them to represent all the people in their respective districts, to work in a bipartisan spirit of fairness and compromise in search of what can be done for the greatest good and for the greatest number. Most of all, we expect our elected representatives to be leaders.

However, Congressman Longley Jr. has instead joined the Newt Gingrich fan club and followed his leader over 92% of the time on critical votes affecting Maine. Here in Maine we expect our representatives to lead, not to be led. But instead, Congressman Longley Jr. uses Newt Gingrich's script and continues to put the interests of Newt above the interests of Maine. Of course, when you consider that Congressman Longley Jr. received \$75,812¹ from the political operation run by Newt Gingrich, that it's not surprising that Longley Jr. follows Newt Gingrich so closely. Let's face it, without Newt's financial and strategic help, Longley Jr. would not be in Congress today. That "bought" loyalty also helps explain Longley Jr.'s voting record, which is an affront to Maine tradition and values.

Congressman Longley Jr. is the only member in the history of Maine's congressional delegation to vote to eliminate the heating assistance program, which helps 1 in 10 Maine families heat their homes during the long and brutal Maine winter. At the same time, Longley Jr. voted to continue spending millions of dollars on Mink export subsidies, tax payer

money paid to promote the sale of fur coats overseas. How's that for priorities! Longley Jr.'s priorities are the problem. Longley Jr. continues to support the raid on social programs and the cutting of the Earned Income Tax Credit and other programs that help keep working families off welfare, to support huge tax breaks targeted to the rich. This is WRONG! Not only is it wrong for moral reasons, but for practical ones as well. People in Maine are not rich! Perhaps if people in Maine were, Longley Jr.'s support for huge tax breaks targeted to the rich would make sense - but Maine's per capita income is only \$17,306! Under Longley Jr.'s tax plan, the average Mainer would see a tax increase. That is wrong! Senators Snowe, Cohen and Congressman Baldacci have each supported changes in the budget which would save Maine workers, children, the disabled, the elderly and women from the worst of the cuts. Congressman Longley prefers to stick with Newt Gingrich at the expense of Maine.

Now that the beginning of a New Year is upon us, we would ask that you make one more resolution. We need you to begin the process of educating your friends, neighbors, community members and civic groups about the devastating consequences of Congressman Longley Jr.'s voting record. We need people to write letters to the editor in your local newspapers, we need people to start speaking out in their communities and within your civic organizations. The Maine Council of Senior Citizens and its allies have formed a coalition known as, "Jim Longley Votes Wrongly." This coalition is dedicated to setting the record straight about Congressman Longley Jr.'s voting record and will confront him on that record. We invite you to join us and begin the process of holding Congressman Jim Longley Jr. accountable for his reprehensible voting record.

¹ PAC filings provided by Federal Election Commission from January 1-March 31 1995. Represents contributions from GOP members of Congress and Republican Party Committees.

Plumbers & Pipefitters

U.A. Local 783



CHARLES E. HURLEY

I am very disappointed to hear that the big contract at the International Paper Company was awarded to a non-union contractor. The mill was built by union craftsmen. The work was completed ahead of schedule and under cost estimate. Shutdowns over the years, manned by Local 783 members were always completed ahead of schedule and so at lower cost. Good workmanship at all times.

We are saddened at the death of Brother Hil Marin. He was the first Business Agent of the combined Local 783. I enjoyed working with him. His welding was always to perfection. He was a great friend to all of us. Our heartfelt condolences are extended to the family of Brother Marin.

I have been asking the question, and it has been published in Letters to the Editor. Do our Sena-

tors need six offices in each state? I haven't heard a single response. Am I the only person who dares to criticize our members of Congress for their excessive expenditures of their offices? Are people so timid that they fear they might offend members of Congress by criticizing their action.

By limiting each member of Congress to one office we would save millions of dollars.

They have become our masters. They vote themselves a raise in pay. They have the best health protection. They have unlimited expense accounts and a great pension benefit.

They are doing very little for the working people. They are trying to do away with the Davis-Bacon Act which keeps the prevailing wage. They are trying to cut Medicare. Now they are reversing President Clinton's executive order which bans federal contracts from going to companies that hire permanent replacement workers during strikes.

That makes collective bargaining impossible and results in poor workmanship. There's no respect for quality.

It's time to have a government of the people and for the people. Let our voices ring out.

Brother James Keith died January 13, 1996. He was 76. He was born in Bangor, County Down, Northern Ireland. He held an associate degree in naval architecture from Belfast College of Technology. He came to the United States in 1952 and became a member of Local 783. His son, Seamus, is a member of Local 783. Our heartfelt sympathy is extended to his family.

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Operating Engineers
Rod Gillespie B.A.

The winter of 1996 has been tough to say the least. Work has been very spotty. The spring could be very interesting. Madison Paper Industries announced a new paper machine and two new boilers. The Maine Building Trades are in full support of this project and played an active role in helping Madison Paper secure their permits for the large project.

It is my hope that Madison Paper will utilize union contractors and union craft workers once they are given the green light to proceed.

Fraser Parer Co. in Madawaska has announced upgrading of #5 PM to the tune of \$20 million with more work to follow.

S.D. Warren in Hinkley has plans for a huge May shutdown.

James River Co. will be working on the bleach plant and tissue mill. There are rumors of work coming at G-P and at Kimberly-Clark in Winslow.

I would like to thank all those who attend the rally in Augusta against Cianbro and the Maine Quality Centers. This is a perfect example of taxpayer waste. With all the unemployed in this state, why are we training more workers for jobs that don't exist. Stay safe.



Pipefitter's Local #783 sponsored its own softball team last summer and were very competitive. They plan to compete again this summer and anyone interested in scheduling a game for any Sunday can call Maurice Albert in Litchfield (582-0875).

Members shown (L-R) are Fern Langlois, Ted Albert, Gary Morin and Steve Davies and (standing L-R) are Tim Fields, Tony Gowell, Robert Foster, Norm Robitille, Dave Marcotte and UAL-783 President, Roby Gayton.

Government streamlining gives rise to business lingo

'In this era of downsizing, there's a new language in the halls of the State House - one more often heard in the boardrooms of corporate America.

Here are of the key words in this language, and their meaning:

- Out-sourcing: This used to be commonly known as privatization - getting outside help to do the work previously performed by your own employees. But state officials insist there's a distinction between the two. Privatization, they say, hands the job and the responsibility to an independent contractor. Out-sourcing jobs out the work but retains control over the product.

- Multi-tasking: This used to be called cross-training - teaching a worker more than one skill so they can pinch hit on other jobs.

- Teaming: This is like cross training and is often used interchangeably. A group of workers in the field learn each others' jobs so they can fill in.

- Flattening: This process squeezes out the middle layer of the government bureaucracy, bringing workers closer to the supervisor who's running the show.

- Span of control: This is the

effect of flattening. It reduces the proportion of supervisors by increasing the number of employees they have control over.

- Clustering: This involves the grouping of personnel, buildings and services into geographic regions with a central headquarters. It's kind of like regionalization and is the opposite of centralization.

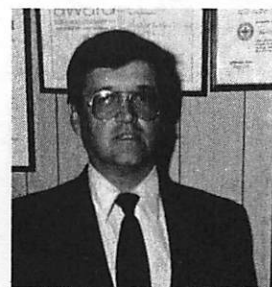
- CD-ROMs: These are discs than can be "downloaded" into computers scattered throughout state government, allowing workers instant access to state laws, budget numbers and other important data.

- E-mail: This allows state workers to transmit messages from one computer to another, eliminating paper memos that have to be hand-delivered.

- Voice mail: This is a recorded message that tells callers that the person they're trying to reach is out and allows them to leave direct messages, eliminating secretaries and creating another new term, "phone tag," which happens when two people keep leaving messages without ever reaching the other individual.

Reprinted from the Maine Sunday Telegram

Laborers Local 1377



Carl Trask
Business Manager

Well 1996 is upon us already, where did 95 go! This is a very unusual winter for the state of Ne. I hope everyone got through those wind and rain storms.

Our Local got through another shutdown at the Champion Paper Mill. The local had work there with five different contractors. I might add that the work that the laborers did went very well as usual. Thanks members for doing another fine job.

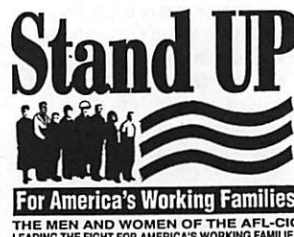
The work has slowed up some right now but I think will improve with the coming of spring. Fraser Paper Co, Madawaska, Me has just announced a 20 Million dollar investment of its #5 paper machine. Work on that project should start the last of March.

The Me State Building Trades are working very hard to acquire the work that is coming out of the Madison Paper Mill. Hopefully we can attain this project. A job of this nature would kept the trades busy for some time.

Our local at this time is still quite busy with a good work force still working at present.

I hope everyone gets through the winter safe and sound and lets hope that 1996 will be good for everyone.

Remember to support your Local Union and attend the meetings.



Passing the buck on pensions saves companies millions

By
Karen Ferguson and
Kate Blackwell

The new theme in corporate America is that retirement is no longer the responsibility of employers. People should save for themselves. This refrain has accompanied the disappearance of thousands of small pension and profit sharing plans and the stagnation of many larger ones.

The reason for the retreat from pensions has nothing to do with responsibility. Companies reap savings by putting less into traditional pensions that pay benefits to people at all income levels, and by switching to do-it-yourself plans, such as the 401(k), which only benefit employees who can afford to put money aside.

Nothing is wrong with encouraging people to save and, despite rumors to the contrary, the majority of Americans do. The problem is that most people's savings are eaten up by the high costs of education, medical care and housing. By the time they can set aside anything for retirement, it's too late or too little.

The corporate savings bandwagon is a recent trend that offers no evidence whatsoever that it can work. What it will do is widen the gap between Americans who live well in retirement and those who struggle to live, a disparity already greater than in any other major industrialized nation. Even companies touting the new trend don't claim that savings plans are the answer, only that they are popular.

Meanwhile, the new corporate savings plans are diverting attention from reforms needed to make our traditional pension system fairer, more accessible and more in tune with a changing work force. For example, there are ways to build into pensions the same features that people like in 401(k)s, such as simplicity and portability.

One proposal would set up private, competitive retirement funds to market plans to employers who don't have them. The funds would be insured and would provide cost-of-living adjustments, now woefully lacking in private pensions.

All Americans have a stake in stopping the shift away from traditional private pensions. Yet pensions have been largely overlooked as a public policy issue. Those who understand their importance should speak out.

Karen Ferguson and Kate Blackwell are co-authors of "Pensions in Crisis: Why the System Is Failing America and How You Can Protect Your Future" (Arcade Publishing, 1995).

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Newt's Bad Old Days

PUBLIC EYE

by
Margaret Carlson

WHEN NEWT GINGRICH WAS FIGHTING HIS WAY through a horde of reporters into Border Books in Phoenix, Arizona, last Wednesday, it didn't take too much imagination to reduce the temperature by 70°, raze the palm trees, and picture another gray-haired politician caught in press gridlock in Manchester, New Hampshire, in 1992, right after Gennifer Flowers made her charges against then Governor Bill Clinton. Now it's Gingrich's turn, and it's Anne Manning, a former campaign worker, who went on the record for the first time in a just published Vanity Fair article saying she had an affair with Gingrich while he was married to his first wife. In the current climate, that's all it takes to open the door to the kind of microscopic scrutiny politicians from Gary Hart to Bob Packwood have endured. At first Gingrich quipped Gipperlike that he couldn't hear the questions; then he refused to respond to anything in the article (although he gave its author, Gail Sheehy, a long interview). The next morning, in a radio interview, he suggested that Manning is politically motivated. "I knew... if we're going to have a revolution to replace the welfare state, we better expect those people who love it to throw the kitchen sink at us." Manning—who said she had come forward because when Gingrich "talks about family values and acts righteous about stuff like that, it just gets my back up"—is hardly a shill for the American welfare state, nor are Gingrich's former campaign treasurer and another aide who both went on the record with Sheehy about Gingrich's various affairs, but never mind. Stonewalling the press in matters sexual often works, but it doesn't stop the frenzy of interest, which is particularly high when the person in question has set himself up as the putative leader of the fam-

ily values revolution and has even blamed Susan Smith's murderous act on the Democrats' countercultural ethics (until it was revealed that her stepfather, a leader of the local Christian Coalition, had molested her). In his book *To Renew America*, Gingrich rails against sex outside marriage and celebrates family life as it was portrayed in the pages of Reader's Digest and the Saturday Evening Post from 1955.

Neither has much in common with Vanity Fair, which is one reason Gingrich likes them. Some troubling realities of that era, such as segregation, were not acknowledged amid the heartwarming Americana served up by the Digest, which featured Unforgettable Characters (an Arctic explorer), animals (What Snakes Are Really Like), business derring-do (Dr. Geiger's Little Magic Box) and side-splitting Humor in Uniform. As for family life, the Saturday Evening Post observed it only through a flattering scrim, with its Norman Rockwell portraits of boys gone fishin' and short stories such as "The Skipper Was a Dame (No one wanted to charter a boat that had a lady captain. What Helen needed was a man)." In this well-ordered world, mothers stayed home and fathers, who smoked Lucky Strikes, worked and worried about their daughters going off on dates and about the menace of Red China, but not much else.

Not only was this gauzy portrait of America misleading (births to teenagers reached record highs in the mid-'50s that are unsurpassed even now, and a third of marriages ended in divorce), but it especially wasn't like that for Newt Gingrich. His grandfather was born out of wedlock and raised in a household in which his real mother posed as his sister. His father was a Navy man who left right after Newt was born and who later allowed him to be adopted by his stepfather in exchange for not having to pay child support. Newt's mother Kit said in her Vanity Fair interview that

she is manic-depressive and that Newt's stepfather Bob comes across as cold and silent. The senior Gingrich proudly recounts smashing Newt against the wall when he was 15. Gingrich's half-sister, a lesbian activist, is writing a book about all this for Scribner's.

As for Gingrich's adult relationships, the Saturday Evening Post would never have printed this story either. His first marriage to his high school math teacher ended bitterly when it was reported that he visited his estranged wife's hospital room after her surgery for uterine cancer to discuss the terms of their divorce. He had to be pursued for adequate child-support payments, although he writes in his book that "any male who doesn't support his children is a bum." In a 1978 congressional campaign against Virginia Shapard, Gingrich, the "moral-standards" candidate charged that if she won, she would leave her family behind in Georgia. He won and left his family behind in Georgia.

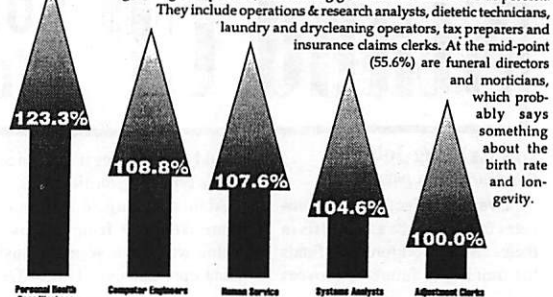
These days, he spends as much time with Calista Bistek, a former congressional aide, and Arianna Huffington, who hosted a \$50,000-a-plate dinner for him, as with his second wife Marianne, who has never actually moved to Washington and who has been candid about their marriage's being "on and off." Newt once gave the marriage 53-to-47 odds of lasting—and that was before Marianne said she wasn't going to stand by her man if he decided to run for President. "He can't do it without me," she told Vanity Fair, and if he does, "I just go on the air the next day and I undermine everything."

In fact, the only factor that might allow Gingrich to overcome his own "family" problems, if he does run, is that Bob Dole, Phil Gramm and Pete Wilson also left their first wives. And that's the stuff of Vanity Fair, not Reader's Digest.

Reprinted from *TIME Magazine* 8/21/95

The Fastest Growing Occupations in Maine

They are just estimates, of course, since we haven't come to the year 2005 yet, but it seems that the fastest growing occupations and the percent increase between 1992 and 2005 will be personal home care aides (123.3%), computer engineers (108.8%), human services workers (107.6%), systems analysts, EDP (104.6%) and adjustment clerks (100%). There's a vast difference in their hourly wage—\$6.97 for home care aides, \$24.04 for computer engineers. Almost as interesting are the bottom five—the slowest growing occupations, all showing growth rates from 41 to 46 percent.



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Stand UP

Maine State Building and Construction Trades Council

For Maine's Working Families



Non-Existing Jobs Continued from page 1

"Every contractor who competes fairly for jobs and invests in their existing workforce and funds the training of future employees

should consider legal challenges to this type of favoritism."

Also speaking to the union demonstrators from all over Maine was Allen Wyman, Business Representative of Local 320,

of the United Brotherhood of Carpenters who said, "This another example of a good idea turned sour by a training agency intent on expanding regardless of need and creating industry expansions

State Building
and
Construction Council



Allen Wyman

based on lack of knowledge or analysis of the industry."

"Cianbro is gaining special treatment at the taxpayers expense. These Quality Centers have become Quantity Centers, another example of the failed economic policies of former Governor McKernan."

"Every person who has been or will be replaced by with low wage part time and temporary help should be furious. Anybody who really cares about fairness and a good standard of living for Amine workers should stand up against Cianbro and these Quality Centers uncontrolled taxpayer funded training."

"Gerry Trask, Business Manager of the Ironworkers union Local 496 added, "The flooding

of the labor market by these taxpayer financed vocational and technical training programs have helped to cause an oversaturated labor market, putting workers off jobs and into unemployment lines."

"High skilled workers earning good wages and benefits have been replaced with low wage, low skilled workers, in part because the state is pushing programs every year even though the amount of positions decreased."

"This greedy alliance has helped to drive down average building construction wages from \$10.55 in 1989 to \$10.14 in 1994."

Constru Trades C



Gerry Trask

Maine construction jobs dropped from around 34,000 in 1989 to about 22,500 in 1994."

continued on page 4

Our Numbers Add Up In Maine's Favor

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Maine Yankee's 1995 payroll was over \$30,155,000.

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Maine AFL-CIO

To my brothers and Sisters who poured out their support during recent troubling times, I am grateful for your concern and help. One big thing that became

apparent in all of this fiasco is that we do stand united!
In solidarity,
Paul G. Chretien
Community Services
Labor Liaison

VPS Plant Passes

continued from page 1

- 4.) Contractor and owner agree that training is complete and operating Personnel have been trained to operate the Mill in a safe, efficient and reliable manner.
- 5.) Owner is in receipt of a Punchlist updated through the date of Provisional Acceptance which is reasonably satisfactory to Owner and Lender's Representative.
- 6.) No special tools were required to be purchased by the Contractor specifically for the operation of the Mill.
- 7.) Owner is in receipt of Certification identifying all outstanding claims of Contractor with documentation sufficient to support such claims.
- 8.) Owner is in receipt of a copy of all Subcontractors and Vendors warranties or guarantees. These have been assigned to the Owner.
- 9.) Owner is in receipt of a Waiver of Mechanics Liens.

"To be able to successfully complete this plant ahead of schedule and under-budget is testimony to the respect and cooperation between management and organized labor," said Harriman. "Also, the unique working contract, "PEAT" has been recognized in the engineering and construction industry as a new model."

The Auburn VPS partnership is currently marketing its virgin pulp substitute product internationally.